

OF 72-5709

MINUTES

DD/S STAFF MEETING

4 April 1972

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2. Report on National Conference on Public Administration.

[redacted] said that the theme of the conference was "Creating Tomorrow's Public Administration" -- that the quality of life in the future would in large part be determined by how well our public administrators provide services in the areas of health, education, safety, etc. Messrs. [redacted] represented the Agency at the conference.

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[redacted] said the conference was excellent and he hoped that the Agency would participate more broadly in future conferences. In all, about 2,000 took part, covering 28 areas of concentration.

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[redacted] distributed copies of a summary report of the conference and indicated that the complete reports of conference presentations are available for review or retention upon request.

Some areas of interest covered at the conference were:

a. The Unionization of Local, State and Federal Employees.

The trend appears to be toward increasing unionization, strikes and threats of strikes. The problem is that local, state and federal government costs have been increasing by about 15% per year whereas revenues increase by only 5%. The public administrator of the future will have to work more efficiently with less resources. The Civil Service Commission (Office of Labor Management Relations) is currently training administrative personnel in the field of labor negotiation with the hope that public administrators will be able to respond as professionals in the field of labor relations. [redacted] suggested that it may be beneficial for the Directorate to consider including a representative in that program.

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Excluded from automatic
downgrading and
declassification

b. Employment of the Disadvantaged. Blacks were well represented and spoke up from the floor. Julian Bond gave a presentation of the blacks' problems. He noted that blacks represent 12% of the total population with only 3% representation in Congress and have 30% of the total unemployed. Jean T. Couturier, Executive Director, National Civil Service League, noted that:

(1) It was his belief that 70% of all local, state and federal jobs can be filled by employees with a 5th grade education. He claimed that requirements for written tests for these jobs are, in fact, intended to discriminate against the disadvantaged.

(2) Over half of U.S. citizens over age 25 do not have a high school education.

(3) The average black high school graduate earns only one dollar more per week than a non-high school graduate, and a black college graduate earns only fifty cents per week more than a high school graduate.

25X1A [] noted that one could conclude from the presentations that the entire problem of equal employment opportunities for the disadvantaged will get increased attention in the future.

c. Executive Development in the Federal Service. Despite the CSC guidelines of October 1971, there is very little agreement either on how to identify managerial potential or on how to increase the movement of federal executives across bureau and agency lines.

d. Organization Development. [] said there was little consensus in defining OD. The panel concentrated on the experiences with OD in Sweden of Dr. Greiner of Harvard. Apparently, the Swedes have had much greater success in the reorganization of their work force and management structure than we have had. For example, Swedish firms have involved organized labor in the decision making process by including union officials on boards of directors. The Swedes have also experimented with work group concepts in public agencies, e.g., a study group's membership is drawn from all functions and levels of the organization and tasked with making recommendations for improving the activities of the agency.

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4. National Civil Service League Career Service Award Dinner.

Mr. Coffey said that the deadline for reservations for the dinner is 11 April. At present, the number of reservations is not up to expectations; it is about half of what we ultimately had last year. Mr. Coffey strongly encouraged Support Directorate offices to increase reservations. The Director will be present at the dinner.

5. Awards -- Midcareer/Retirement. Mr. Coffey said that we should not think of awards only in terms of retirement or significant events. Awards may be given for significant contributions up to a point in a career. We might well have cause to thank employees for overall efforts.

6. Allegations and Answers. Mr. Colby has issued a new "FYI - Allegations and Answers" on the subject of the [redacted] The paper 25X1A quotes a formal press release on the subject issued by the State Department on 23 March. This statement represents U.S. policy, including that of the Agency. The Agency does not respond publically to such charges.

7. NBC Chronolog. The film of Agency activities in Laos is scheduled to be received by CRS today from NBC. If it arrives there will be lunchtime showings on 7 and 12 April. A Headquarters Notice will be issued on the subject. (Later: The film did not arrive. Showings are now tentatively scheduled for 12 and 13 April.)

8. Around the Table

Office of Personnel. Mr. Fisher said that the Federal Executive Services Bill will go into hearings on 13 April. The Administration is pushing very hard for many aspects of it. Mr. Fisher talked to the man who drafted the bill in the hopes of excluding the Agency from its provisions. An attempt will be made to change it accordingly.

Office of Security. [redacted] said that his office would complete its first draft today on a new Agency regulation based on Executive Order 11652 about security classification and declassification of documents.